

In this issue

FROM THE EDITOR 1

REPORTS

- President 2
- Faculty Grievance 6
- Staff Grievance 8
- Treasurer 7
- Past President 9

ARTICLES

- Singing the SAC Blues . 9
- Life with the Aged P . 12
- So How Was Japan? . 13

NOTES & NOTICES ... 14

FROM THE EDITOR

Prepare to be Gob-smacked

One hundred days left on the calendar and you're back — to witness the end of 1000 years of Education and the shining dawn of a new, apocalyptic Executive. (Please peruse your millennially correct blue FSA Profile for the lowdown on who's who.)

This Fall also features a newly hypertextualized newsletter. Yes, *W & V* has boldly gone on-line (while brazenly continuing on paper), albeit in an 'under-construction' functional format at this early stage. Can audio, animation, executables, streaming video, and tons of great 'free stuff' be far behind?

Check out www.ucfv.bc.ca/fsa/ My real hope is that this info-tech leap will make us all — the FSA and you — more productively interactive, in an engaged rather than enraged way, that is: i.e., no flagrant flaming please. At any rate, contributing to an ongoing dialogue will be easier than ever.

And in this issue there is much to respond to, including: news from our treasured Treasurer, not to mention the regular roster of riveting reports; a thought-provoking mosey down the corridors of power hereabouts at UCFV; reflections on parent/child bonds in the later decades of life; and some chilling tales from the exotic East. But first this:

Summer of Learning, Literature, & Love—or, Vacation Vexations

For those of us who spent the entire period in rain-beaten BC, let's just say that Summer 99 was a non-starter. On the other hand, not having fun in the sun made me a clammy couch camper with abundant time to catch up on his reading.

One educational story I followed with keen interest is the Shaman Shambles at Langara: wherein a CE instructor was fired some time after it was discovered that, during a body awareness ceremony known as the 'Bee's Blessing,' his class of fully adult, Social Services students stripped naked, apparently of their own free will and contrary to his suggested bathing suit alternative.

Supposedly, no one complained. And yet, last I read, the shamed Shaman is still fighting to get his job back, having relocated his family here from Mexico on the 'strength' of a three year contract.

There's a learning outcome with a twist, and maybe a lesson for us all. As schools scramble to be increasingly relevant and marketable in our 'real-world' driven edu-environment, this kind of culture clash may well lead to some unusual strategies — and results.

Consider, for instance, the following checklist of instructor-

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UCFV Faculty and Staff Association
33844 King Road, Abbotsford, BC, V2S 7M8
Tel: 854-4530 FAX: 853-9540

appropriate behaviours I'm putting together for UCFV's exciting brand-new course, Exorcism 101:

- incense burning (optional)
- reliquaries (required)
- projectile vomiting (go green)
- head-spinning (full 360° rotations only)
- metamorphoses (yes, as long as changes are mammalian, no arachnids please)
- low satanic growling laughter (only with fiddle playing)

Etcetera; and so much for authenticity. But a more important question suggests itself: is that what it really takes to sell a course these days? And, if so, then perhaps it should be acceptable for shamen ('shapersons'?) to get down to their swim suits or even birthday suits now and then: on the job, and hence in the classroom.

It seems to me that the potential PC problems could be easily covered, so to speak, by a discreet disclaimer in the calender: e.g., "Warning: course may contain mature subject matter and/or nudity. Student discretion is advised." Now that would *really* put bums on seats.'

Another story that got my attention was the literary *cause célèbre* of the year, the Steve Reid Bank Heist. Just as I was lining up successful authors for the Literary Café at Harrison's Festival of the Arts, and pondering how to revitalize my own flagging writing schtick (while polishing my latest mss, *Men are From Chilliwack; Women are From Abbotsford*) here was the unsettling answer.

In former times, Canadian writers held 'regular' jobs in order to support themselves in their beastly artistic ambitions, and scribbled in their spare time. Nowadays, though, the romance is definitely gone out of slaving in the Post Office, driving cab,

and/or teaching. Clearly, authorial crime is the superior career move — in this case leading lickety-split to: the re-issue of an out-of-print novel (*Jackrabbit Parole*); a megabucks movie deal in the offing based on a biographical script; loads of near-universal sympathy/support; instant (or renewed) celebrity status; etc.

One can hardly wait to cut one's own caper and get caught red-handed. Banks do seem a natural target: i.e., places where folks have to line-up to get at their *own* money. But I'll probably start smaller. So if you spot me down at the 7-Eleven, casing a fast-clicking cash register, please be arts-supportive enough to call a cop pronto. The only problem: Is jail time covered in the Collective Agreement? Could it qualify as PD? (Maybe they'll get Brad Pitt for the lead...)

Of course, the really *big* story of this non-Summer was the monumental 30th anniversary of Woodstock in July. Having missed the first one at Yassgur's (because of a bad hair year), I thought it might be time to make tracks for the geezer version in Rome, N.Y. — until I realized the admission price of \$225 American works out to a full month of my salary in Canadian loonies. As it turned out, Wdstk'99 was a festival/fiasco well avoided wherein promoter greed and incompetence overwhelmed the original ideals of hippiedom, leading instead to arson, looting, violence, riot police, and, annoyingly wistful 'think' pieces in the media.

All things are mercantilizable these days, especially fake nostalgia. But do not despair. The true spirit of Woodstock — Love and Peace — *does* live on. Groovy inspirations were available via Translove Airlines (or in my case the Internet) to Zary, Poland, home of the fifth annual Station Woodstock. As reported by Associated Press, "the Polish Hippie-fest emulates the original: 200,000 half-naked dancing kids, with sunflowers in flowing hair, wearing beads and headbands all gathered ... entrance

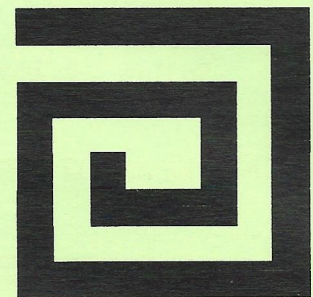
was free.... organizations gave away free food. Vendors sold cheap sausages and corn." Far out.

Why Poland? Well, it does have one of the most enduring traditions of democratic process. This is perhaps most evident in terms of the historically recent *Solidarność*, but is also rooted in ancient Parliamentary procedure (never mind about the paradoxically strong aristocracy that was the largest in Europe). Couple that with the dominant cultural strains of high-flying Romanticism and millennialistic religiosity, and it all makes perfect sense. Or, in other words, pass the kielbasa, man.

Which, basically, is how I became re-acquainted with my original first name, set out below for the sake of greater authenticity.

So what did *you* do on summer holidays, in 1,000 words or less that we can publish without threat of legal liability?

-Ryszard Dubanski



PRESIDENT'S REPORT

Welcome Back!

Greetings and welcome back to the wonderful, wacky world of UCFV. If you are new to our hallowed halls, on behalf of the FSA I would like to extend our warmest hello and best wishes. You joining us at an exciting time. During the coming year we will be

experiencing changes and additions to senior Management which will no doubt have a significant impact on all of us.

Although the weather didn't cooperate, I hope everyone's summer was fun-filled and relaxing; well at least more fun-filled and relaxing than it was for the Grievance Chairs. Both Bob and Heidi worked for much of what was supposed to be their vacation. So if you pass them by in the halls and think that they're already looking stressed, harassed, and fatigued, be kind and ask them out to lunch.

As of May's Annual General meeting we have several new faces at the Executive table: Mary-Grace Grant, 1st Staff VP; Jackie Snodgrass, 2nd Faculty VP; Bob Smith, Faculty Grievance (well I guess Bob's not a new face, but he has been off the Executive for the past two years); Heidi Tvete, Staff Grievance; Kim Polowek, Contract Chair; Graydon Mah, JPDC Chair; Craig Chamberlin, UCC Faculty Rep; and Warren Stokes, UCC Staff Rep.

There are also some changes in position — same old faces, different places: Bev Lowen, President; Kim Isaac, Past President; and Kevin Busswood, Agreements Chair.

The remaining positions haven't changed since last year: Martin Silverstein, 1st Faculty VP; Mandy Watts, 2nd Staff VP; Ian McAskill, Secretary Treasurer; Leslie Wood, Recording Secretary; Richard Dubanski, Communications Chair; Craig Toews, JCAC Co-Chair; Colleen Olund, OH&S Co-Chair; Catherine McDonald, Status of Women; Ellen Dixon, Human Rights; Robin Anderson, Non-Regular Employees; and, of course, our two Executive Assistants, the backbone of our organization, Fenella Sobchuk and Jacqueline Ritter. For in-

depth interviews with, and the latest gossip on, this year's Executive, refer to the new 1999/2000 Profile, which was distributed a couple of weeks ago.

I'm really pleased to be working with our new Executive. I feel we have a great mix: some Faculty, some Staff, a Director, some new blood and some veterans. I want to say how much I enjoyed working with the previous Executive as well, and to thank David Morosan, Annie Reisinger, Moira Gutteridge, Gloria Wolfson, Gloria Borrows, Ernest Kroeker, and Karen Giebelhaus for the time and effort they put into their positions. Except to attend one three hour monthly meeting, most Executive positions have no release, so the work they put in on members' behalf was done on their own time.

I Try to Take Life One Day at a Time, But Sometimes Several Days Attack Me at Once!

You know the old saying, 'The older you get the faster the years go by'. Well, I must be aging rapidly because this year has flown for me. I just can't accept that it's the end of September (and only three months until Christmas). As I look back over the past year, it's all such a blur. We were so incredibly busy in the FSA office, there never seemed to be enough hours in the day. As Staff Grievance I always felt that I was doing well if I managed to deal with half of what came across my desk. I know that Kim felt the same way, and if August and September are any indication, this year promises to be just as hectic.

Regularization of the Person

We, and many of our partner CIEA and BCGEU locals, have been in negotiations for almost two years, and there is still no end in sight. Starting with the first meetings of the partner unions in Fall of 1997, through bargaining of the common and local agreements in 1998, and then bargaining 'regularization of the person' since the winter of this year, it has been

a long haul. We are the only local to have a tentative agreement on 'regularization of the person'; all the others are either still bargaining or awaiting arbitration. However, even when we ratify the new regularization language in October — I'm assuming we'll ratify — we will still have to negotiate the application of the April 2000 2.1% increase for Staff. And, by that time we will have to begin preparing for the negotiations of 2001, and decide whether or not we want to participate at the central/common table again.

The forums on the tentative 'regularization of the person' agreement should have taken place by the time this *Words & Vision* is distributed. The subsequent 'Question and Answer' bulletin should be out soon, too. So, I won't repeat what you've already heard — I'll just mention the election dates, times, and locations:

October 18, 19, & 20

- **Chilliwack:**
8:00 am — 4:00 p.m.
Faculty Reception (A Bldg)
4:30 p.m. - 7:30 p.m.
A & R (E Bldg)
- **Abbotsford:**
8:30 am - 7:30 p.m.
FSA Office (B377)
- **Mission:**
9:00 am - 8:00 p.m.
UCFV Administration Office

Faculty Pension Governance

Again, along with our CIEA and BCGEU partner locals, we were involved in lobbying for joint trusteeship of the Faculty College Pension Fund. If you have ever wondered what CIEA does for us, this is a good example. They lobbied long and hard, and, as you may already be aware, the new pension act is now law in British Columbia. Martin Silverstein and I were invited to attend the press conference at which the announcement was made. It was

rather impressive, little old us hobnobbing with a bunch of government officials. Man, we're playing with the big boys now.

The new act means that Faculty now have a say, along with our government employer, on how the pension plan surplus will be allocated. It also means that the employees and employer will share any liabilities of the plan.

Recently talks have begun for joint trusteeship of the Municipal Pension Plan to which UCFV Staff belong. We will keep you apprized of developments.

The Long-Awaited New Collective Agreement

Over the summer Barry Bompas, his staff, and the FSA bargaining committee, finally completed the production of our new combination Common and Local Collective Agreement — and a beautiful thing it is, too. David Morosan did a lot of work cleaning up the worst of the conflicting and poorly written clauses. Members and Excluded employees who have had cause to regularly refer to the old Collective Agreement will appreciate what an arduous and boring task this was for David to take on. Over the course of this academic year he will continue to work on it. The goal of the UCFV and FSA is to produce an agreement that is well organized, with articles that are clear and easily understood. If you have not received your copy, please contact Employee Relations.

Executive Liaisons

Despite the concerted efforts former Executives have made to keep as connected to members as possible — through e-mail, forums, *Words & Vision*, bulletins, surveys, posters and so many 'extraordinary' meetings that they're not extraordinary anymore — we keep hearing from

segments of our membership that we have ignored them. The present Executive has decided that the best way to keep on top of what our members need, want, and expect from us is through the personal contact of a really strong Shop Steward system.

Over the last two years we have attempted to develop a Shop Steward system, but due to lack of time and resources, it never really got off the ground. This year we made its development a top priority. We will model it after the successful systems many of our partner CIEA locals have — systems in which the Shop Stewards are the hard link between the membership and Executive. The Stewards will deal with the day-to-day issues and concerns of members, and will probably handle grievances at the informal and first stage. However, recruiting Steward volunteers (give Bob or Heidi a call if you are interested), training them, and negotiating with UCFV for Steward release time, is a big undertaking. Heidi and Bob have begun work on this project, but we don't think we can have a fully functioning Shop Steward system up and running in less than a year.

In the meantime the FSA is committed to giving every member a representative voice at the Executive table now. So, for this year, the Executive will liaise with members. Should you have any questions, concerns, complaints, or compliments, contact your area Liaison/Representative.

You may have already been contacted, but for those who have not, the following lists areas and corresponding reps. If you are in a listed area with more than one rep, or if you fit more than one area, and have not been contacted by anyone yet, just pick the person you would feel most comfortable talking to.

If you don't feel you fit into any area, please give me a call at 4449 or e-mail me at <Lowenb@ucfv.bc.ca>

Areas and Reps

- Non-Regualars, Robin Anderson
- CE Staff, Mandy Watts
- CE Instructors, Catherine McDona
- Department/Program Heads, Jackie Snodgrass, Martin Silverstein
- CCP Faculty & Staff, Kim Isaac
- Directors, Catherine McDonald
- Advisors, Ellen Dixon
- Counselors, Ellen Dixon
- Trades Faculty & Staff, Martin Silverstein
- Child Care Centres, Mandy Watts
- A&R, Colleen Olund
- Student Services, Colleen Olund
- Financial Aid, Colleen Olund
- Janitors, Martin Silverstein
- Maintenance, Martin Silverstein
- Library Faculty & Staff, Bev Lowen
- International Ed, Kim Isaac
- ESL, Kim Isaac
- Applied Faculty, Martin Silverstein
- Arts Faculty, Kevin Busswood
- Science & Technology Faculty, Craig Toews, Martin Silverstein
- CATS, Craig Toews
- Switchboard, Craig Toews
- Employee Relations, Heidi Tvete
- Finance & Admin, Colleen Olund
- Bookstore, Colleen Olund
- Mission Campus Faculty & Staff, Robin Anderson
- Hope Campus Faculty & Staff, Robin Anderson
- Departmental Assistants, Mary-Grace Grant
- Faculty Reception, Mary-Grace Grant
- Admin Assistants, Mary-Grace Grant
- DRC, Robin Anderson
- Writing & Mathematics Centres, Robin Anderson
- Staff with classroom duties, Craig Toews
- Lab Instructors & Technicians, Craig Toews
- Agriculture Faculty & Staff, Mandy Watts
- Health Sciences Faculty & Staff, Bob Smith
- Materials Management, Mary-Grace Grant
- Shipping & Receiving, Mary-Grace Grant
- Print Centre, Mary-Grace Grant
- Facilities Office Staff, Heidi Tvete
- Security, Heidi Tvete
- IMS, Mary-Grace Grant
- Institutional Research Office, Mary-Grace Grant
- Human Rights & Conflict Resolution Office, Bev Lowen
- CO-OP Ed, Craig Toews
- Community Relations Development Office, Bev Lowen

Appointments to Standing Committees

In the Summer, when bodies are few and far between, I had to make two Standing Committee appointments — this, of course, was after a lot of whining, sniveling, and groveling on my part. The first was Moira Gutteridge to the Agreements Committee. (Kevin Busswood, our Agreements Chair, is the other FSA representative to that committee.) The second appointment was Gloria Wolfson to the Academic Appeals Committee. Gloria sits on that committee along with Jackie Hogan and Sheryl Henderson for the FSA. Thank you, Moira and Gloria, for helping us out.

FSA Website

During the summer JR, FSA Executive Assistant and all-round techno wiz, created an FSA website. Go ahead and take a look; she's done a super job. Our site is linked to the UCFV website.

New FSA Office in Chilliwack

Every year for the last three we have announced an FSA Chilliwack office location change in the first issue of *Words & Vision*. Not wanting to break with tradition, I would like to announce this year's change: to office A 102M. We are still in with the Faculty offices behind Reception, but moved a few doors up the hall.

You can't miss us as we have a large sign right above the door. Our plan for this semester is to have someone in the Chilliwack office Monday to Thursday. Kim Isaac will be there Mondays, part of the day at least. Heidi will be in all day Tuesdays. Fenella will be in Wednesdays from 8:00-10:00 and 3:30-4:30. I'll be there Thursdays. Our Chilliwack local is 2498.

Christmas Cruise

Within three days of the Christmas party cruise tickets going on sale, 350 of 400 sold. If you plan on going, get a hold of Mandy Watts or Leslie Dalzell right away — there aren't many tickets left. I believe this is going to be the best Christmas dinner/dance ever.

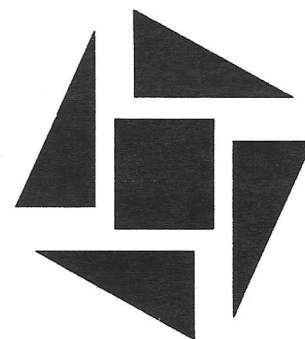
Spring '99 Membership Survey

We've had a few problems collating the results of last Spring's member survey. To start with, it took weeks to acquire the Scantron cards that accompanied the survey, and we never did get the correct ones. That put us so far behind that when we finally got the survey distributed, most people were already off on vacation. In retrospect, I guess we should have just left it until the Fall, but we had put so much time, effort, and expense into producing that particular survey, which was really only relevant to last year's issues, that we felt we might as well send it out anyway. We received 108 responses, and although that is not nearly enough to give us an accurate picture of what members think about the FSA and the recent issues we have tackled, it does give us a little feedback to work with.

Heidi and JR are collating the survey results. As I mentioned earlier, the Scantron cards we ended up using were not the right ones, so it was much more work than just running the cards through the machine. I can, however, report the following: 55 Faculty and 51 staff responded, and for the most part the results were positive.

We will make a full report of survey results in the next issue of *Words & Vision*. In the meantime I am encouraged by what we know from the survey so far, and am hoping that this is the beginning of an exciting, successful, happy, and healthy year for us all.

-Bev Lowen



FACULTY GRIEVANCE REPORT

In June, UCFV dismissed a director, an initial probationary employee, under the "for any stated reason" rule in Article 14.1(a). Since the reason given had some evidentiary basis, the FSA was advised to do what it could for the employee, short of reinstatement to the directorship. The employee was offered the choice of a transfer to another Faculty position or a severance package. The employee took the severance option.

Also in the summer, the FSA advanced the grievance of a part-time Faculty employee to Step 3. This employee had been refused work on the grounds of inadequate qualifications. Several FSA officers reviewed this case and while allowing that the qualifications issue could be argued both ways came to the conclusion that the case turned most on other factors such as the employee's non-probationary status, 8-9 years service, and consistently and highly favourable evaluations.

The FSA and UCFV agreed to give the employee an upgraded contract and reassign him to another sector.

In late July the FSA grieved the university college's exclusion of a coordinatorship from the bargaining group. Since the FSA had not consented to the exclusion, a violation of Article 2.1 obtained. The employer's response was to cancel the exclusion and give the newly-hired employee the title of Associate Vice-President (Academic Development). The employer also

promised to observe the consultative requirements of Article 2.8 and, along with the FSA, clarify the procedures of Management or Article 13.9 hiring panels.

A few words about exclusions of work/positions from the bargaining group, a dormant issue for over two decades. In 1976-77 the employer proposed to exclude all directors. The FSA differed, but only to this extent: we preferred to treat such requests on a case-by-case basis, an unwritten policy we have never altered. We could not agree with the generality of the proposal that would legitimate the exclusion of bargaining group work, position and employees merely by the re-designation of titles to directorships.

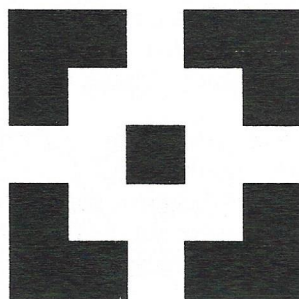
The FSA also had to consider the views of directors, some of whom felt that they would have less job security or certainly no access to the grievance process if they were simply given a new status that might well prove worthless. The employee at that time took the issue to the Labour Relations Board which it was (and is) entitled to do. The LRB ruled against the employer, which all of a sudden thought our policy was reasonable, allowing UCFV as much or more than the lawyers in Vancouver were prepared to give. FVC-UCFV then for over twenty years tempered its requests for exclusions and even offered a concession on occasion.

This policy had the effect of stamping an arguably different character on FVC-UCFV than we saw elsewhere in colleges and institutes which had sprawling management corps. Here, the responsibilities tended to devolve into the ranks rather than the other way around elsewhere which is necessary in order to justify massive management teams, armies composed of generals only.

The criteria for excluded positions is two-fold: the incumbents must either be involved in bargaining collective agreements, requiring confidentiality, or be assigned the employer authority for hiring, firing, discipline or promotion. A third factor which may be implicit in UCFV current plan for reorganization is the management team concept, i.e., management has more work and therefore needs a bigger team. This criteria is outdated, according to recent LRB rulings.

Only so many managers are needed to bargain collective agreements and hire/fire. And the FSA notes that the repeated demands, recommendations of external reviews, etc., are for resourcing departmental needs — assistants and release time for heads — rather than for more and more top spots that consume funds at a faster rate. FSA officers must now consider the implications of the management expansion plan.

-Bob Smith



STAFF GRIEVANCE CHAIR REPORT

Hello everyone and welcome back.

I have had an extremely busy summer in my first term as Staff Grievance Chair. I have had a very interesting time since taking on this new position and have been introduced to the huge learning curve that I will need to tackle over

the next year. During my first month I spent time becoming familiar with the various articles of the Collective Agreement, handling some potential grievances, and sitting on SACs. I have also been bringing myself up to speed by reading through the grievance files from the past few years so that I can familiarize myself with any ongoing issues or concerns in departments. All this exposure has given me the opportunity to observe from a different perspective how our institution operates and how different departments within our institution operate uniquely from one another.

Selection Advisory Committees

A good part of my summer was consumed by sitting on SACs as an observer at the request of internal candidates. It seems these days that more and more internal Staff candidates are requesting that the Staff Grievance Chair sit in on the SAC process as an observer. The reasons for these requests vary and range from a candidate feeling that he or she will not be given a fair interview to a candidate feeling that a job posting has been tailor written to suit a particular person. I believe these concerns are valid, and although all SACs do not operate this way, these concerns suggest that how SACs are formed and operate need to be addressed.

Shop Steward System

This year Bob Smith and I will be working on setting up the shop steward system. Our goal is to expand the number of shop stewards and provide them with training and workshops. Our CIEA representative will be coming out and providing training sessions in November. If anyone is interested in becoming a shop steward please call me, or Bob Smith at local 2421.

How to Reach Me

I will be working in Abbotsford on Mondays, Wednesdays,

Thursdays, and Fridays in B375 and can be reached at local 4341. I will be working in Chilliwack on Tuesdays and can be reached at local 2498. If you have any questions or concerns please feel free to contact me.

-Heidi Tvete

conclusion might readily be made that we are overspending and need to take corrective measures. A similar though opposite conclusion might also be proposed for categories under expended. One small difficulty is that neither expenditures nor revenues are even month to month. For example (as was the case), a computer budgeted for and purchased in the first half of the fiscal year would (and has) exhausted more than 50% of the office equipment budget envelope.

In some of the larger budget envelopes, such as Executive release, the expense will largely occur after September as we compensate UCFV for sessional replacements. The point of this lesson, for those tenacious enough to have read so far, is that, although we do not see the deficit¹ in our year's finances yet, I believe it is still coming, so sadly and regrettably, the purse strings must remain tight.

I turn to expenditure categories that are now over 100% drawn, and I seek to explain myself. First, we are vastly overdrawn on our AGM and Social spending budget and this may be considered a bad thing, or a good thing, depending upon whether you participated in the AGM (dinner, \$1800), the golf tourney (\$700), or the Christmas Party, (our subsidy, \$6000). I'll bet by now you wonder where the other "hun" went — beverage service at Executive meetings. The Executive approved the unanticipated and more lavish than usual Christmas social after our budget was drawn up. A greater than usual subsidy (both on our and UCFV's part) was necessary to render tickets affordable. The deal is done and I understand the event is totally sold out. Many members have commented to me that they are pleased with this plan, and I need to know for next year's budget whether

the budget envelope should be maintained at its \$4500 level, or expanded to enable such events. (If the budget is expanded, it would likely require a reduction elsewhere.) Please let me know your views.

This year's Executive retreat at Harrison was productive and intense (and especially so for me), and it was also way over our budgeted allowance. It hasn't happened often that we have overspent in this category, and measures are being taken to trim Executive expenses for the remainder of the fiscal year. Further, I will be bringing policy to the Executive, which will give the bookkeeper better control in future of contracted expenditures, such as hotel and meal quotations.

On another note, I would like to extend a welcome to new members of the Association and to thank those who have already remitted their one time lifetime membership initiation fee, still only \$5.00. New members who have not paid this fee or received their welcome package from the FSA should contact Fenella Sobchuck at the FSA office at their earliest opportunity.

In closing, I include in this report a full copy (albeit appended at the end of the newsletter and reduced to save paper²) of our financial review of the previous year's accounts performed by Edmonson Roper. This is the review I refer to at the AGM with the promise to publish to you. The organization of the document is slightly different from my spreadsheet presentation, and the accounting firm may choose different ways to classify expenses. I have received and signed off this report for submission to the Registrar of Societies.

-Ian McAskill

TREASURER'S REPORT

The end of September marks the halfway point in the fiscal year for the FSA and accordingly, I wish to report on the status of our actual expenditures in relation to the budget for this year. Since a spreadsheet is worth a thousand words, Jacqui Ritter has prepared a table (below) which shows where we stand.

On the face, this is very easy to understand. If we are presently more than 50% spent in an ongoing expenditure category the

¹ The membership approved a modest deficit in this year's budget to fund some one-time release work.

² Full-sized printed copies may be obtained from the FSA office.

FSA Budget to Actual**April 1, 1999 to September 30, 1999****Six Month Report**

	Six Month Actual*	Approved 1999/2000 Budget	Percentage of Total Budget	Treasurer's Notes
REVENUES				
Members' Dues	\$189,786	\$400,000	47.4%	Revenue growth from new membership reflects in second half of fiscal year
Interest	87	9,000	1.0%	Interest credit from terms deposits
Misc. & membership fees	10			fall in second half of fiscal year
Actual Revenue (98/99)	\$189,883			
Projected Revenue (99/00)		\$409,000	46.4%	
EXPENDITURES				
AGM & Social	\$8,600	\$4,500	191.1% **	
CIEA Fees	77,227	160,000	48.3%	
Committee Expenses	0	1,000	0.0%	
Communications to Members	3,600	8,000	45.0%	
Delegate Fees, Seminars, & Staff PD	2,291	3,500	65.5%	
Donations	1,180	4,300	27.4%	
Executive Release	27,226	130,000	20.9%	
<u>Joint UCFV/FSA Funded Initiatives:</u>				
-Extended Medical	1,000	1,000	100.0%	
-Training & Fitness Centre	4,000	4,000	100.0%	
Legal/Audit Fees	1,058	2,500	42.3%	
Membership Recognition	1,780	3,000	59.3%	
Miscellaneous	420	1,500	28.0%	
Office Equipment & Repair	3,240	4,000	81.0%	
Office Staff	41,202	87,000	47.4%	
Office Supplies, Phone, Fax	1,500	3,800	39.5%	
Retreat	4,899	4,000	122.5% **	
Travel Expenses	1,400	3,800	36.8%	
Actual Expenditures (98/99)	\$180,622			
Projected Expenditures (99/00)		\$425,900	42.4%	
Actual Surplus(+) or Deficit(-)	\$9,261			
Approved Surplus (+) or Deficit(-)		-\$16,900		

*Some figures are estimated for August & Sept.

**See commentary

LAMM EVALUATION SUB-COMMITTEE

In the spring of 1999, Labour Management (LAMM) struck a subcommittee to look at the whole issue of how evaluations — sometimes known as 'performance appraisals' — are conducted here at UCFV. Concerns have been expressed for some time now that the process used for the evaluation of instructional Faculty is inadequate and needs to be addressed. In addition, a number of near-grievances involving interpretation Staff evaluations indicated that this is an area requiring work, too. The Evaluation Subcommittee hopes eventually to address evaluations of all categories of employees.

The Subcommittee consists of Barry Bompas and Wayne Welsh representing Management, and David Morosan and me representing the FSA. We met a number of times in the Spring and agreed to start with revising the evaluation process for instructional Faculty — especially important in light of the role that evaluation plays in the tentative agreement on regularization. We began a process of information gathering: we conducted a search of the literature to see what we might learn from the experiences and writings of others, and we contacted other post-secondary institutions to learn about their practices. Our files are growing thicker by the day with information on how teaching Faculty at an undergraduate university/community college might be evaluated.

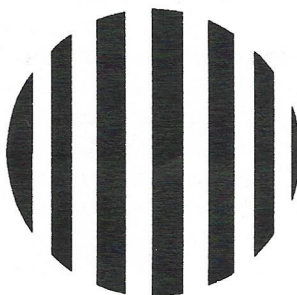
The Evaluation Subcommittee had its first meeting of the Fall on September 14th, and we have scheduled meetings for alternating Tuesday afternoons from now until June. At our first meeting, we seemed to be in agreement on a number of points

that must be decided before we can proceed to any level of detail:

1. For probationary appointments — we need to keep a summative process, likely expanded beyond just student feedback.
2. For ongoing (non-probationary) appointments — move to a primarily formative process that still might have a decision component (under discussion).
3. Once past the two-year probation period, the evaluation 'cycle' is likely five years.
4. Student feedback is important in whatever system we use.
5. Evaluation should include instruction, PD, institution-wide service, department service, community service, and scholarship. We might want to define a 'baseline' of expectations in each of these (or some of these) areas and even take that level out of a formative evaluation process.

The Evaluation Subcommittee is still at the brainstorming stage of trying to envision what a new, fair, comprehensive and useful evaluation system might be for instructional Faculty at UCFV. As we proceed, we will be asking for input and feedback from groups and individuals within the UCFV community. If you have any comments or suggestions, feel free to contact any of the members of the Subcommittee.

-Kim Isaac
Past President, FSA



SINGING THE SAC BLUES? Diary of an On-again, Off-again Cynic

In 25 words or less, for busy readers: This Summer, President Bassford hired a man he knew to a senior Management position, against the recommendations of the SAC. Is something wicked going on here? Not likely. Is it a misunderstanding? Certainly. And is it serious? Maybe. If it would help to know how it looked to someone who was there, read on.

June 10/99 A new Organization Chart is unveiled, with a strange new position — Associate Vice-President for Academic Development. We have no idea what it is or why it's needed. The forums held to discuss re-organization don't tell us enough, so we construct our own theories. The least cynical among us think this new Associate VP is just a way to move us into electronic learning, because that's where most available money is now. The medium cynical think the position may be a scheme to create a job that will bring in the kind of person Skip wants to have around. The most cynical actually name the individual they think he has in mind. I'm a medium cynic at this point: we haven't seen enough consultation to see how this fits our needs. One tiny crack opens in my cynicism when I ask Don Tunstall how the present six administrators will have a lighter load if this position is new, and isn't sharing their load. He says the position will do the vital outreach work that keeps falling off the edge of their desks, so it does share the load.

June 16 I get my name on the list of potential FSA reps to the selection committee for this Associate VP position. There are six other names, so there'll be an election. It's clear from people's comments that they're very anxious that we do a good job of hiring — they don't want to see UCFV simply experimenting with a dean-level salary.

June 25 The first I hear of my election is when Fenella phones me to tell me the first meeting of the selection committee started 10 minutes ago, and was I planning to come in? A forty minute race down the freeway, and I'm looking at résumés.

June 25-28 The committee is Eric Davis, Richard Heyman, me, Barry Bompas, Karen Evans, and Dick Bate. These six, plus Skip and Wayne, firm up the criteria for the job. As we work out interview questions, it's clear that senior management does share a coherent vision of what this job is. This Associate VP will be responsible for bringing together people with ideas and people with money, in and out of the institution — matching our enormously diverse 'scholarly' interests and skills with community and national project funding as a way out of our present money trap. My cynicism softens into scepticism. A nice concept, but can we really find anyone who can do the job? We admit we might not find anyone with a suitable mix of experience in teaching, research, and administration, and we'd rather re-think and re-post if necessary.

June 30 There are 39 applicants, from across Canada and outside. We short-list 8 people — 4 internal, 4 external. Every one of them has an impressive list of personal accomplishments. One of the short-listed candidates is a man Skip has worked with. Skip is open about this, and we discuss some of the concerns.

Skip announces the interview procedure: the committee will be chaired by Dick, and it will interview each candidate. Skip will then meet separately with each one. The committee will report its findings to him and he will make the final decision.

July 7 While you're all outside barbecuing, we're inside grilling candidates. One revealing

question asked what the candidates would like to do in this position that we might not already be doing. When the external candidates answered this, the dreams they dreamed were of projects and people we already have and are! It's very clear that one reason we attracted 39 people to a new and peculiar position is that they see us as having strengths the universities and colleges don't have. If this position can marry 'scholarly activity' in its broadest sense to community projects, student research, funding agencies' goals, and any other bringing together of people, ideas, and money, then we will be something more even more flexible, innovative and rewarding than we are now. My scepticism is disappearing as I realise what a good opportunity this position creates for UCFV.

July 14 We're close to the end of the interviews now. Our last interview, like our first, is with an internal candidate. It is a rare and wonderful privilege to interview internal candidates. I find it a distinct honour to hear colleagues talk about their vision of what this place might be. Four people who know this place well describe their vision of what it might become. I am awed by their passion, their involvement, and their innovative projects. We see the depth of their commitment and their skills in a way we never do in daily conversation. I find myself hoping that this Associate VP position will help more people become what these four already are. Scepticism? What scepticism? I blush to remember it.

July 15 Down to the wire. Skip leaves town tomorrow and needs our report. He wants us not to rank the candidates, just to list strengths and weaknesses. However, after all the interviewing and reference-checking we've done, there is only one name we are all willing to put forward. This person is an external candidate, but not the man Skip knows.

July 20 I sit down to write the first version of this report. I am enthusiastic about the direction in which I think this Associate VP could take our institution. I end by encouraging other cynics to take heart from my conversion, and give the successful applicant a chance to do the job.

July 21-August 3 On vacation at last. Get the cats to the vet for flea shots, finish cleaning up the garage, repaint some woodwork — wow! At last I get to have some of the fun I know the rest of you have been having.

August 4, 6 p.m. Bev Lowen phones me. Had I heard that Skip had rejected the committee's recommendation and decided not to fill the position? No, I hadn't. I'm disappointed, but not entirely surprised: we knew all along that was possible.

But Bev's news doesn't stop there. She's calling, she says, to let me know that she's just discovered that Skip has issued a contract for a brand-new excluded position, Special Projects Coordinator. And he is appointing the man he knows — Peter Such — to this position. I am shocked.

August 4, 6:30 p.m. Cynicism is back in full force! Curiously, I find I don't resent the loss of my vacation time on a committee whose work has been rejected. What I do resent is the feeling that a promising vision is now in jeopardy. An opportunity we could have had to move in a new direction seems to be undermined — could it be that all Skip ever did have in mind was to make best use of this man's skills while he was available?

August 6 At Bev's request, Eric and I come back in from vacation for a meeting. She and Bob Smith need to decide how the union should respond. Eric is even more outraged than I am about the breakdown in process. This is a great relief to me: if someone as

calm and thoughtful as Eric is outraged, then I'm not over-reacting.

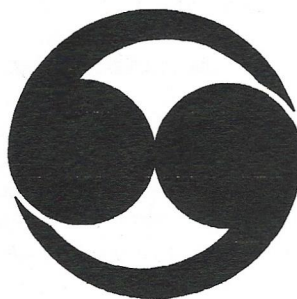
We're puzzled by this brand new position. Our Collective Agreement requires Management to get the union's consent before creating a new excluded position. Skip didn't call Bev, and as a result the union has no choice: it must grieve the creation of this position. But a grievance can't speak to Eric's and my dismay about the breakdown in process. We do know the President is entirely within his rights to reject our recommendation and hire whomever he chooses. What seems wrong to us is to do that without any explanation to the SAC or the union. The best idea we come up with is for Eric and me to write a letter to Bev, expressing our concerns. Bev can use the letter to help her explain the problem to senior management and to the Board, if she needs it.

August 9-25 I'm out of town, and then away on a course. I come back to find that the only change isn't good. The union did file the grievance, and Skip met with Bev and Bob. They say he seemed genuinely distressed and anxious to fix the situation. He took the only option he had under the Collective Agreement that would not penalize Peter Such for having innocently accepted a position he was offered. Skip canceled the Special Projects Coordinator contract and instead appointed Peter Such to the position of Associate Vice-President for Academic Development, because it was the only new excluded position the union had accepted. But that's the very position for which the SAC did not recommend him! It's really hard to see how this helps.

August 27 The members of the SAC meet with Skip, at his request. Richard Heyman is unavailable, so Eric and I are on

our own as FSA reps, with Dick, Barry, Karen, and Skip. New information comes out.

First, Skip explains his actions. He rejected our recommended candidate for reasons we understand. He intended not to hire at all, and sent an e-mail to the SAC saying so. However, only a day later, he got a fax telling him that UCFV was now on a short-list of 10 candidates for a major project. UCFV, with several partners — including Peter Such — had put in a proposal in the Spring, around the same time the reorganization chart was drafted. It seemed like a very long shot then, but if we're short-listed, UCFV can't afford to be unprepared. Skip decided that a short-term position, dealing just with this project and any others like it, would meet the urgent need, so he constructed a position to do it.



He acknowledges that he erred very seriously in not consulting the union. As I listen, I think his concept for the Special Projects Coordinator was the right one. If he had had the union's consent to create that position, we could have supported it.

He appointed Peter Such to the position because he knew Peter had the project-related expertise, and he was under the impression that Peter had been acceptable to a majority of the SAC. Apparently, there was mis-communication between the committee and Skip about this. Skip now says he realizes he should have chaired the SAC himself — not just to prevent mis-communication, but also to be truly part of the decision-

making process from start to finish. He wants to be consultative, but he's used to the way other places do it; he's still learning how much more UCFV expects when it says "consultation."

What we hear and see is a man whose concern is genuine, and whose courage in facing his errors is admirable.

Now I have a non-cynical version of the events so far — one driven by projects, not people. However, Eric and I still face a hard uphill battle to persuade Skip — and Dick — that the problems with the consultation process have left us with a serious loss of trust in the administration, and we're not the only ones. We're the ones speaking up about it, because we were part of the process, but the mistrust comes as strongly from all the other people who approached us or Bev to ask what on earth is going on. Their nutshell version is, "I heard the President hired his buddy. That stinks!" Some people are cynical about it — what else is new? Others are furious — it makes UCFV look bad! Either way, trust has been shattered and will need to be rebuilt.

As FSA reps on the SAC, Eric and I feel our responsibility to members has not been carried out unless we can say we stood up for what they care about. And they don't just care that the right candidate gets the job. We knew they had strong interests in what this job could become, and what kind of leadership it would offer. They wanted their interests heard, understood, and acknowledged in the interview questions and the decision process. We feel that didn't happen, and we question whether we work for a place that respects us.

Some, if not all, of this does get through. The Management reps seem willing to share the responsibility for what happened. They do see the need to rebuild trust. Eric and I leave the meeting cautiously optimistic.

August 30 In Bev's absence, we brief Bob, Heidi, and Kim on the Aug. 27 meeting. The Executive's plan at this point is for Bev to take the FSA's concerns to the Board meeting on Wednesday. Eric and I relay the positive aspects of the meeting with Skip, and some negative information we each received from other sources. For instance, I heard more details about the project proposal which made me wonder whether we still aren't getting a complete story. And both Eric and I were told in confidence about a conversation with Skip that gave us major concerns about his tactics and communication style. Colour us still—unfortunately—skeptical.

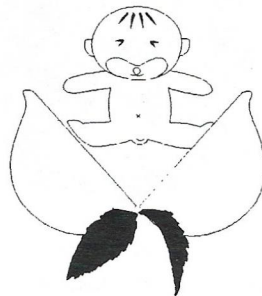
September 1 I arrive in Chilliwack ready to be part of the proposed public display of concern at the Board meeting. (Eric is a Faculty rep on the Board, so he's already inside.) But Kevin Busswood is outside to head us off. Skip called the Executive and asked to talk to them directly before the meeting. After he met with them, the Executive felt he addressed their concerns well enough that he deserves a chance to take more time on the learning curve. They won't raise their concerns with the Board. Instead, they've agreed that there'll be a joint communique to the whole community explaining the situation. Later, Eric confirms that the Board gets this good news. And in response to a new Board member asking to be brought up to speed, Skip gives a brief but fair summary of the events, so the Board is aware of what caused the FSA's concern.

September 3 Two days later, I'm still left with some personal doubts and puzzles. I talk to another member of the Executive, and I talk to Barry Bompas and to Don Tunstall, to give me a sense of senior management's perspective. By now, I do believe that Skip is genuine in his

concern and his acceptance of responsibility. I do think he has grasped the 'big picture' of what this institution is about—I still believe there is real vision in the concept of the Associate Vice-President position. What I am not sure about is whether he has grasped the underlying belief system and the informal power structure that makes UCFV capable of reaching its dreams. Am I still cynical? Well, what keeps running through my mind is that saying, "Be careful what you ask for – you may get it!" We wanted change. We wanted some shakeups in the power structure. Did we know—and can we say—where we wanted it to stop? If we don't want him to throw the baby out with the bathwater, how well do we know which is baby and which is bathwater?

Will someone please find the talcum powder and show us what to sprinkle it on, so we can get it right from now on?

-Moirra Gutteridge Kloster



Life with The Aged P

Just over a year ago, I asked my mother to live with us. She was almost 89 years old, and her doctor declared it unsafe for her to live alone any longer. Physically, she was and is in remarkably good health, but she had become confused and forgetful. My mother didn't jump at my invitation. She failed to see why her daughters thought she could no longer take care of her own house, and she couldn't remember the conversation with the doctor. But she was lonely and depressed, my father having died ten years ago. We explored all available 'alternative living' arrangements,

but nothing seemed at all right. A pathologically shy person, she was not a good candidate to settle right in to community living. Just when we were about to place her in what we determined was the best of the lot, my gut said no—I could do this if John (my partner) were willing, and he was. So I asked her again, pleaded with her to try, assured her that she was not "a millstone" (her favourite phrase), and she reluctantly consented.

During the course of this year, I have become cognizant of how many Staff and Faculty at UCFV are dealing with their aging parents (I keep thinking of a character in Dickens's *Great Expectations* who dubs his old, deaf father the "Aged P"). Some friends have urged me to write a bit about the experience, and I thought if I penned (what an antiquated word!) a few installments for the Newsletter, they might resonate for some of you. I do this knowing that my mother won't be reading these words; she doesn't like drawing attention to herself. My mother was a teacher for many years. After she retired, I asked her if she had any advice for me. Not much, she answered. Well, two things: "respect the dignity of every person, even if he or she is only nine years old, and make friends with the janitors or you'll get your blackboards erased." I've clung to both pieces of advice, so I want to be absolutely certain in sharing my experiences with you that I respect and protect her dignity.

Asking a parent to move in isn't an option for everyone. Our house lent itself to some renovations that gave her a large, private space. A friend who had worked for us occasionally was willing to be hired part-time as a care-giver, and she and my mother liked each other. Both my sons had moved out, at least temporarily, leaving just a geriatric dog with whom my mother bonded. And my mother is unflaggingly good natured; even in distress at becoming dependent, it doesn't make her difficult to live with. Still, it has required a gigantic

adjustment. Spontaneous decisions to go hiking and stay somewhere overnight are just not on anymore. Neither is skipping grocery shopping. I cook more (and, alas, eat more) because regular, balanced meals seem obligatory, just as they once did for my children. I am not the picture of patience, and I get tired of looking for missing hearing aids and hearing the same story for the tenth time. And the temperature of our house now! Suffice it to say that we were the only house on the block with a fireplace raging in July.

John reminds me that it's much easier than living with a teenager. When we come home, we don't have to wonder who's been in the house, what they drank (or smoked), or whose bed they're still in. I can be sure that no one has driven my car and left the gas tank empty. And no friends of my mother's phone at two in the morning to ask if they can drop by.

The hardest part is grieving. I couldn't figure out my — or her — deep sadness at first, but then I became aware of all the little deaths — the death of her memories (and therefore, part of my own past), of her incredible ability to read a long, complex novel in three days, of her capacity to manage her own affairs, of her sense of time. Dementia: the dictionary definition links this condition with insanity, but I think it's quite literal — the unraveling of the mind. My family all denied what was obvious for far too long, and it embarrasses my mother dreadfully to know that her limitations show. She says she wants to die all at once, not in pieces. What has remained, thank God, is her sense of humour, even in the midst of some pretty low moments.

I have lived pretty far away from my mother since I was 18, so I had the notion that our living

together would allow new levels of intimacy; I would 'catch up' on what I missed. But she is more inward turned these days, and my fantasies are not going to be fulfilled. However, there is something admirable about 'living in the moment'. Because my mother isn't going to remember experiences and conversations tomorrow, they have to be lived fully and valued right now. During a visit to Minter Gardens, I reminded her that she had been there before a few times, and a strained look passed her face: "Why do you bother to take me when I'm not going to remember it?" Ah, but I've already asked myself that question many times, and have found the answer: "because you enjoy it right now, and we share these moments right now." Not a bad lesson for any of us.

When UCFV sponsored some workshops on caring for aging parents, I was eager to enroll, and was touched and comforted by the experiences of some of you who were also there. Maybe we should do the California thing and start a 'support group'. (How many Californians does it take to screw in a light bulb? Five. One to screw in the bulb and four to form a support group.) I thought I might offer two or three more brief, specific experiences in the Newsletter, and maybe some of you would be inspired to write as well. A good friend of mine commented at the outset that I was embarking on a long journey with my mother, so not to look for anything to be "settled" or "stable." It's a journey she dreads, and I can't say I like watching it or anticipating it for myself one day. But damned if I wanted her to make that journey alone; she needs someone to laugh — and curse — with. She'll be celebrating her ninetieth birthday in a week. I'm glad we'll be celebrating together.

-Virginia Cooke

SO HOW WAS JAPAN?

Picture this: Tokyo airport, 3 p.m., March 27th. The relative humidity felt like 90%. It was so hot my skin felt like it couldn't breathe. I was in an empty airport lounge with my two severely jet-lagged boys, ages thirteen and sixteen. We decided we needed ice cream.

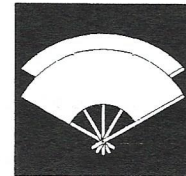
I bravely marched to the kiosk and ordered "san, eesu-creamu, kud-esai." I did not then know the words for small, medium and large (turns out it's "ess-s," "em-m," and so on). After miming, pointing, holding up three fingers, and smiling a lot, we got our ice cream after I handed the clerk a ridiculously large bill.

Somehow that small moment made me realize that everything was going to be OK in Japan. After all, at least we'd be able to eat ice-cream.

Not only did we eat a great deal of ice cream, we were so well feted, so well greeted and loved, that there were entire weeks where we just waddled from one party to the next and I didn't cook at all.

But I get ahead of myself. We went to Takushoku University, in Fukagawa, Hokkaido, Japan. This is UCFV's sister institution, and I signed on to teach two sections of Canadian Studies from April to August. My two intrepid sons came with me. They attended local high schools, helped out in the English classes, and seemed constantly surrounded by sweet girls in big shoes.

We lived in a very comfortable (about 35 *tatami*) apartment about 300 meters from campus. We were delighted by the heated toilet seat (set to broil), and the deep Japanese tub. Our apartment was surrounded on two sides by rice fields and when we went outdoors we were immediately struck by the similarity



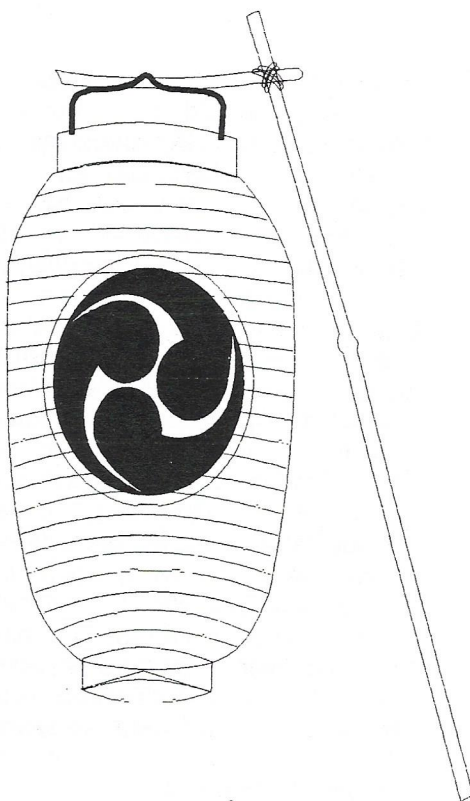
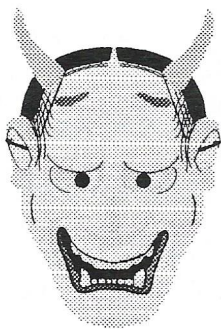
of the landscape. It looked very much like the Fraser Valley (just substitute orchard grass for rice fields.)

There were three things that struck us immediately: One, we were illiterate — absolutely and completely. Two, the college had some of the nicest, most welcoming employees I have ever met anywhere. Three, there was six feet of snow outside (a bit of a contrast to Tokyo) and it was cold.

Well, the snow seemed to melt within days. On the other hand, illiteracy remained a challenge and a revelation that was never boring. We all learned a great deal of Nihongo (thanks to Ryoko MacColl we all went with a smattering of Japanese on our tongues). We all made life-long friends, tried new foods, took risks, basked in the freedom from commitments to family and friends back home.

In short, we tried everything, ate everything, laughed out loud whenever possible, got naked in the *onsens*, got hooked on special cookies and vending machine iced coffee, rode our bicycles all over town, took the trains everywhere — to Kyoto, Sapporo, Asahikawa — and came home grinning from ear to ear.

Teaching was a challenge — sleeping students who can't be failed, can't be motivated. In Japan, university is the reward for very tough school years prior. Only a select few can get into the academy, but, once they're in there, success is assured because they are hired



according to the university they attend.

But there were always the bright sparks, those students with the intelligent answering eyes. And then there were the interpreters who always, somehow, managed to seem interested in what I was saying.

It's still hard to wrap words around the inchoate; but I can tell you the setting sun that resembled the red ball on the Japanese flag, never failed to astonish me. The cacophony of the frogs in the 'mud-luscious' rice fields; the sweet, shy smiles of my new friends; the surprising (and, at times, overwhelming) gracious hospitality of everyone I met; and the contrast of the modern with the ancient (the Buddhas and small shrines on urban street corners) — all of these things 'undid' me in a good way.

-Madeleine Hardin

Sept/Oct 99

NOTES & NOTICES

POSITION AVAILABLE

Executive Director

BC Teachers' Federation

The BCTF is a union of 44,000 teachers in 72 locals. It offers a broad program of support and services in the areas of professional development, bargaining, social justice, and organizational and individual support.

The Federation is seeking an individual with public school teaching experience who has had extensive involvement in union organization work. Excellent communication and administrative skills are required. Demonstrated ability to function effectively within a unionized environment, using a progressive, democratic management style is essential.

The Executive director is the chief Staff officer in the BCTF Appointed by and responsible to the Executive Committee, the Executive Director manages all aspects of Federation affairs. The position is located in Vancouver. Appointment effective January 1, 2000.

Application Deadline:
17:00, October 15, 1999.

Detailed information is available by contacting the Personnel Department, 550 West 6th Avenue, Vancouver, BC V5Z 4P2
Telephone (604) 871-2283.
Toll free 1-800-663-9163.
www.bctf.bc.ca

Because the BCTF has an affirmative action policy, applicants may wish to provide voluntary information as to whether he/she is male or female, a person of colour, a First Nations person, a person with a disability, or a gay/lesbian.



Suite 303, 2899 Garden Street
Abbotsford, B.C. V2T 4W7

Tel.: (604) 859-7327
Fax: (604) 859-7313

A Partnership of Incorporated Professionals

RONALD BIER, B.COMM., C.A.
DOUGLAS HOWWOOD, B.COMM., C.A.
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ANTHONY ROPER, C.A.
WILLIAM SPERIDAN, B.A., C.A.
DARRELL TEAGUE, B.COMM., C.A.

REVIEW ENGAGEMENT REPORT

To the Members of University College of the Fraser Valley Faculty and Staff Association

We have reviewed the statement of financial position of University College of the Fraser Valley Faculty and Staff Association as at March 31, 1999 and the statements of operations and net assets for the year then ended. Our review was made in accordance with generally accepted standards for review engagements and accordingly consisted primarily of enquiry, analytical procedures and discussion related to information supplied to us by the association.

A review does not constitute an audit and consequently we do not express an audit opinion on these financial statements.

Based on our review nothing has come to our attention that causes us to believe that these financial statements are not, in all material respects, in accordance with generally accepted accounting principles.

CHARTERED ACCOUNTANTS

Abbotsford, B.C.
August 27, 1999

Members of
Institute of Chartered Accountants of British Columbia
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Web Site: <http://www.erooper.bc.ca>

University College of the Fraser Valley Faculty and Staff Association Statement of Operations and Net Assets Year Ended March 31, 1999 (Unaudited)

	1999	1998
Revenue		
Dues and fees	\$ 386,417	\$ 359,093
Interest and investment income	<u>13,155</u>	<u>11,077</u>
	<u>399,572</u>	<u>370,170</u>
Expenses		
CIEA conference	1,102	4,048
Communication to members	8,253	-
Delegate and seminar fees	3,193	-
Donations	4,040	3,100
Joint Funding	5,000	6,500
Licences, dues and fees	155,238	145,104
Office and miscellaneous	9,067	12,677
Professional fees	2,206	1,084
Release time	100,980	85,422
Retreat	3,345	2,928
Socials	4,372	2,647
Travel and promotion	3,525	3,396
Wages and benefits	<u>78,027</u>	<u>61,384</u>
	<u>378,348</u>	<u>330,290</u>
Excess of Revenue over Expenses	21,224	39,880
Net Assets, Beginning of Year	<u>229,704</u>	<u>189,824</u>
Net Assets, End of Year	<u>\$ 250,928</u>	<u>\$ 229,704</u>

University College of the Fraser Valley
Faculty and Staff Association
Statement of Financial Position
March 31, 1999
(Unaudited)

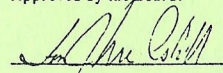
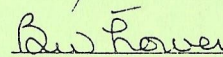
ASSETS

	1999	1998
Current Assets		
Cash	\$ 23,710	\$ 72,262
Short-term investments (Note 2)	55,000	55,000
Accrued interest receivable	3,032	2,719
Membership dues receivable	<u>34,846</u>	<u>34,508</u>
	116,588	164,489
Long-term Investments (Note 3)	141,979	99,558
Furniture and Equipment	<u>24,785</u>	<u>21,952</u>
	<u>\$ 283,352</u>	<u>\$ 285,999</u>

LIABILITIES AND NET ASSETS

Current Liabilities		
Accounts payable	\$ <u>32,424</u>	\$ <u>56,295</u>
Net Assets		
Unrestricted	226,143	207,752
Invested in furniture and equipment	<u>24,785</u>	<u>21,952</u>
	<u>250,928</u>	<u>229,704</u>
	<u>\$ 283,352</u>	<u>\$ 285,999</u>

Approved by the Board:

 Director
 Director

University College of the Fraser Valley
Faculty and Staff Association
Notes to the Financial Statements
March 31, 1999
(Unaudited)

1. Accounting Policies

The financial statements have been prepared in accordance with generally accepted accounting principles, applied on a basis consistent with that of the preceding year.

a) Short-term Investments -

The short-term investments are recorded at cost

b) Long-term Investments -

The long-term investments are recorded at cost.

c) Furniture and Equipment -

Furniture and equipment is recorded at cost. It is the policy of the association not to provide for the amortization of the furniture and equipment.

2. Short-term Investments

	1999	1998
Term Deposits:		
Maturing October 1, 1999 earning interest at 5.38%	\$ 25,000	\$ 25,000
Maturing October 1, 1999 earning interest at 5.38%	<u>30,000</u>	<u>30,000</u>
	<u>\$ 55,000</u>	<u>\$ 55,000</u>

3. Long-term Investments

Nesbitt Burns:

Fixed Income accounts, various rates and maturity dates (Market Value \$140,410.) \$ 141,240 98,854

First Heritage Savings Credit Union Equity Shares:

739 704
\$ 141,979 \$ 99,558

3. Statement of Changes in Financial Position

A statement of changes in financial position has not been included with these financial statements as it is not considered essential to an understanding of the company and its financial situation.